

## CAO: Coach 2 Coach Mentorship for BIPOC Coaches – 2021 Program Outline

1. 1-to-1 Mentorship
  2. Financial Support
  3. PD Events
  4. Community
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### Mentorship at CAO

At CAO, we believe that mentorship is an integral component of coach development. Through programs including Coaches Helping Coaches, Mentors Express and Changing the Game, our one-to-one mentorship model has fostered hundreds of new mentor-apprentice relationships and allowed over 500 coaches to further their training and development.

While mentorship can be a beneficial experience for any coach, in particular research has shown that mentorship is a highly effective tool for supporting, developing and advancing underrepresented groups in the sport system.

Our Coach 2 Coach Mentorship programs offers coaches from underrepresented groups with an opportunity to mentor or become an apprentice in one of our targeted mentorship programs. Each mentorship program is open to coaches across all sports, contexts and experience levels. Informed by research and using an established mentorship framework, participants receive individualized training, support and networking to help them realize their coaching goals. All of our mentorship programs are FREE for Ontario coaches.

Whether you've just begun your coaching journey, or you've been coaching for 10+ years, there's a place for you in one of our programs

### Program Overview

**Coach 2 Coach BIPOC Mentorship** is a program for BIPOC and racialized coaches of all levels of experience in Ontario. Whether you are just picking up a whistle for the first time, or you've been coaching for 10 years, working with a mentor can help you to develop your skills and achieve your coaching goals. Using a professionally designed mentorship model, the **Coach 2 Coach Mentorship** program has already engaged over 400 apprentice coaches across different target groups with the support of 150+ experienced sport coaching mentors. **Even better, the program is completely free.**

### Representation for BIPOC Coaches

You can't be what you can't see so this year CAO is introducing a Mentorship stream for BIPOC and racialized coaches in Ontario. This cohort will include BIPOC Mentors and Apprentices (15-20 each) and be aligned with [our Commitment](#) to EDI in coaching. Our recruitment process, selection and matching will be informed by an advisory panel of racialized and BIPOC coaches composed of leaders from some of our partners such as Indigenous Sport and Wellness Ontario (ISWO), the Black Canadian Coaches Association (BCCA) and others. It is

our goal to achieve greater representation for racialized individuals in coaching of organized sport and recreation across all sports in the province of Ontario.

### **Purpose**

- Provide a mentorship opportunity for BIPOC and racialized coaches in Ontario – within and across sports
- Provide a resource hub for apprentice coaches to build and enhance their skills, abilities and knowledge
- Provide BIPOC and racialized coaches from a variety of sports with an opportunity to learn from highly trained coaches and experts across the province
- Create a broader pool of coaches with qualifications and tools that meet the requirements for participating in coaching, from grassroots to competition development
- Engage the system through PSOs, education sector partnerships and community groups province-wide to cultivate an environment for better representation in sport leadership
- Build lasting supportive relationships between and among coaches to create a sustainable legacy program

### **Matching Process**

How does CAO make matches?

- When matching mentors and apprentice coaches, the needs and goals identified by each individual in their application will be analyzed and considered.
- The Advisory Panel will factor in experience, age and context of athletes, and other needs (NOTE: Not all matches are made based on sport specific considerations, but we do factor this in heavily as well)
- Followed by career path, special target group coaching, years of experience between apprentice and mentor

### **Apprentices**

- WHO: BIPOC individuals and people from racialized communities who want to become a coach for the first time, OR an existing BIPOC or racialized coach looking to grow further as a coach and leader
- WHY: Training, support, connections, enhancement

An advisory panel comprised of BIPOC coaches from ISWO, BCCA and others will analyze applications and have input in the matching process.

### **Participants receive:**

- One-to-one mentorship with an experienced mentor who will work with them to develop an individual learning plan
- Honorarium for professional development
- Free access to online PD webinars
- An online community of coaches
- Online hub featuring resources for BIPOC and racialized individual

## **Mentors**

- WHO: Experienced (10+ years coaching) BIPOC coaches who want to get involved in supporting BIPOC and racialized apprentices in their coach and leadership development
- WHY: You will leave a legacy in coaching, receive support, tools, resources, mentorship training, and professional development

## **Time Commitment**

We ask that all participants be available for a minimum of one 1-hour per month throughout the course of the program.